



## COUNTY OF LOS ANGELES DEPARTMENT OF HUMAN RESOURCES

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**MICHAEL J. HENRY**  
DIRECTOR OF PERSONNEL

December 1, 2006

To: Each Supervisor

From: Michael J. Henry  
Director of Personnel

Subject: **HUMAN RESOURCES STATUS REPORT ON KING/DREW MEDICAL CENTER (KDMC)**

This status report reflects information as of November 30, 2006. Please keep in mind that this information changes daily; therefore, the information in this report is a snapshot in time. Also, this report reflects an update regarding activities for the two week period since our last report.

### **DISCIPLINE**

Overall, since January 2004, disciplinary actions have been taken against 506 KDMC employees. Of this number, 255 actions have resulted in discharges or resignations. A total of 58 disciplinary actions have been taken against physicians and 41 physicians have been discharged or resigned.

Since our last report, we have closed five cases and have opened nine additional cases. As a result, our open caseload is currently 31 (detailed summary information is contained in Attachments I and II).

None of the new cases involve physicians. Eight of the new cases involve nursing personnel; however none of the eight involve patient care issues.

### **RECRUITMENTS**

Seven new nursing employees are scheduled to start on Monday, December 4, 2006. The new employees include: one Staff Nurse (hired for the Dialysis Unit); one Relief Nurse (hired for Medical/Surgical Services); and five Nursing Attendant I's (three hired for Medical/Surgical Services and two hired for the Nursing Relief Pool).

*To Enrich Lives Through Effective and Caring Service*

Each Supervisor  
December 1, 2006  
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If you have any questions, please call me.

MJH:STS  
SBH:ck

#### Attachments

c: David E. Janssen  
Bruce Chernof, M.D.  
Ray Fortner  
Sachi Hamai  
John R. Cochran III  
Antionette Smith Epps

H:KDMC HR Status Report FINAL 120106

**KDMC HUMAN RESOURCES/PERFORMANCE MANAGEMENT  
ADMINISTRATIVE ACTIONS STATUS REPORT - TABLE**

**Period: 01/26/04 - 11/30/06**

**Dated: 11/30/2006**

**Attachment I**

Closed Cases -	940
Open Cases -	31
Referred Cases -	13
Grand Total =	984

TYPE OF ADMINISTRATIVE ACTION	Medical Staff <sup>1</sup>	Ancillary <sup>2</sup> Medical Staff	Nursing Staff <sup>3</sup>	Pharmacy Staff	All Other Staff	TOTALS
<b><u>Formal discipline:</u></b>						
Discharges	10	6	32	0	35	83
Discharges of Probationers	0	8	8	1	13	30
Suspensions (6 - 30 Days)	4	12	52	6	39	113
Suspensions (1 - 5 Days)	11	10	25	2	24	72
Reprimands	7	5	25	2	15	54
Warnings	1	2	1	3	5	12
<b>Resignations in Lieu of Administrative Action</b>	20	9	31	6	11	77
<b>Release of Temporary Employee</b>	15	1	39	0	9	64
<b>Medical Release</b>	0	0	0	0	1	1
<b>Subtotal</b>	68	53	213	20	152	506

TYPE OF ADMINISTRATIVE ACTION	Medical Staff <sup>1</sup>	Ancillary <sup>2</sup> Medical Staff	Nursing Staff <sup>3</sup>	Pharmacy Staff	All Other Staff	TOTALS
<b>Non-Disciplinary <sup>4</sup> Corrective Actions</b>	25	12	41	43	34	155
<b>Total Actions Taken</b>	93	65	254	63	186	661

<sup>1</sup> Includes: Physician series; Physician's Assistant; and Nurse Practitioners

<sup>2</sup> Includes: Surgical Technicians; Medical Technologists; etc.

<sup>3</sup> Includes: Nurse series; Licensed Vocational Nurse; Nursing Attendant

<sup>4</sup> Includes: Counseling; Effective Notices to Correct Performance; Reassignments; etc.

**KDMC HUMAN RESOURCES/PERFORMANCE MANAGEMENT  
ADMINISTRATIVE ACTIONS STATUS REPORT - MEDICAL STAFF**

Period: 01/26/04 - 11/30/06

Dated: 11/30/2006

TYPE OF ADMINISTRATIVE ACTION	Physician	Physician's Assistant	Nurse Practitioner	TOTALS
<b><u>Formal discipline:</u></b>				
Discharges	8	2	0	10
Discharges of Probationers	0	0	0	0
Suspensions (6 - 30 Days)	3	1	0	4
Suspensions (1 - 5 Days)	8	3	0	11
Reprimands	5	2	0	7
Warnings	1	0	0	1
<b>Resignations in Lieu of Administrative Action</b>	18	1	1	20
<b>Release of Temporary Employee</b>	15	0	0	15
<b>Medical Release</b>	0	0	0	0
<b>Subtotal</b>	<b>58</b>	<b>9</b>	<b>1</b>	<b>68</b>

TYPE OF ADMINISTRATIVE ACTION	Physician	Physician's Assistant	Nurse Practitioner	TOTALS
<b>Non-Disciplinary Corrective Actions</b>	23	1	1	25
<b>Total Actions Taken</b>	<b>81</b>	<b>10</b>	<b>2</b>	<b>93</b>